DOCUMENT RESUME

ED 440 712 JC 000 345

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TITLE Changes in Full Time Faculty, Fall 1994 to Fall 1998. Florida Community College System: Putting Minds To Work.
INSTITUTION Florida State Board of Community Colleges, Tallahassee.
REPORT NO FSBCC-DT-14
PUB DATE 1999-11-01
NOTE 34p.
PUB TYPE Numerical/Quantitative Data (110) -- Reports - Descriptive (141)
EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS *College Faculty; *Community Colleges; *Diversity (Faculty); *Employment Statistics; Ethnicity; Institutional Research; Personnel Data; Sex; Statewide Planning; Tables (Data); *Teachers; Tenure; Two Year Colleges
IDENTIFIERS *Florida Community College System

ABSTRACT

The purpose of this study was to investigate changes in full-time faculty at the Florida Community College System (FCCS) between 1994 and 1998. During this period, the number of headcount students served by the FCCS declined. The total number of instructional faculty declined from 4,743 in 1994 to 4,586 in 1998, a drop of 3 percent. The number of male instructors declined eight percent and the number of female instructors increased by two percent. By fall 1998, the male/female ratio had changed from 52.5%/47.5% to 50.1%/49.9%. The number of black instructors declined from 463 to 437, a drop of six percent. Hispanic instructors increased from 267 to 290, a gain of nine percent. Instructors classified as "other," including Asians and Native Americans, increased by eleven percent. There was a larger decline in continuing contract faculty than in faculty as a whole. (Contains 15 tables. Tables present data for total instructional faculty and faculty on continuing contract by ethnicity (White, Black, Hispanic, and Other) and gender). (RDG)

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ED 440 712

FLORIDA COMMUNITY COLLEGE SYSTEM

PUTTING MINDS TO WORK

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Changes in Full Time Faculty Fall 1994 to Fall 1998

Prepared by:

Office of Educational Effectiveness
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Data Trend 14 - November 1, 1999

Changes in Full Time Faculty - Fall 1994 to Fall 1998

Introduction

The unduplicated headcount of students served by the Florida Community College System (FCCS) has declined between 1994-95 and 1998-99. This has been accompanied by a similar decline in the number of FTE's (full time equivalent) generated and the number of full-time faculty required to provide instruction. The purpose of this Data Trend is to investigate if different segments of faculty have been impacted in different ways. The groups considered were based on both gender and ethnicity. Due to the small number of Asians and American Indians employed by the institutions, these two categories were grouped together to form Other.

The gender and ethnic categories are considered for both (a) full time instructional faculty, and (b) full time instructional faculty on continuing contract, the System equivalent to tenure.

Instructional Faculty

Total instructional faculty declined from 4,743 in Fall 1994 to 4,586 in Fall 1998. This represented a three percent decrease (-3%). There were 2,490 male instructors in Fall 1994. By fall 1998, this number had declined to 2,299 for a loss of eight percent (-8%). Female instructor showed the opposite pattern, increasing from 2,253 to 2,287 for a gain of two percent (2%). By Fall 1998 the male/female ratio had changed from 52.5% male/47.5% female to 50.1%male and 49.9% female.

Black faculty changed from 463 in Fall 1994 to 437 in Fall 1998, a change of minus six percent (-6%). Hispanic faculty increased from 267 to 290 during this same period for a change of nine percent (9%). The Other group experienced the largest

percentage change, an increase of eleven percent (11%). However, this represented an increase of only nine individuals, from 79 to 88. The largest numerical change occurred in white faculty. This group declined from 3,934 to 3,771, a loss of four percent (-4%).

Instructional Faculty on Continuing Contract

Faculty on continuing contract in the FCCS have been employed at least three years and have meet various requirements related to their teaching ability. Being placed on continuing contract is often compared to the process of receiving tenure. Teaching is the main emphasis for community colleges rather than the combination of teaching, research and public service often found in four-year institutions.

There was a larger numerical decline in continuing contract faculty than in faculty as a whole. One possible explanation is that many community college faculty are members of the "baby boom" generation and the leading edge of that group has reached retirement age. The retirement of a large portion of senior faculty is something all sectors of education are scheduled to face in the next three to five years.

The percentage loss of male faculty in this category was significantly larger than female. Males declined from 1,994 to 1,773 or eleven percent (-11%). Females dropped only twenty-four positions from 1,684 to 1,660 or one percent (-1%).

Black continuing contract faculty were essentially steady, changing from 334 to 336, an increase of one percent (1%). Hispanic and Other faculty also increased. Hispanic faculty rose from 193 to 225 for a change of seventeen percent (17%). Other faculty increased from fifty-one to fifty-eight, or fourteen percent (14%). The entire decline was concentrated in white faculty which went from 3,100 to 2,814 or a loss of nine percent (-9%).

Conclusion

Based upon the information contained in this report, there is no indication that females or minorities have been adversely impacted by the recent declines in Florida's full time community college faculty. Indeed, minorities and females have tended to increase, while whites and males have declined. These data show the FCCS is taking seriously its commitment to increasing diversity in its employment practices as well as in the student body.

Changes in Full Time Faculty - Fall 1994 to Fall 1998

Instructional Faculty

Group	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Total	4,743	4,682	4,579	4,573	4,586	-3.3%
Female	2,253	2,249	2,238	2,253	2,287	1.5%
Male	2,490	2,433	2,341	2,320	2,299	-7.7%
Black	463	457	446	445	437	-5.6%
Hispanic	267	269	277	276	290	8.6%
Other	79	84	77	84	88	11.4%
White	3,934	3,872	3,779	3,768	3,771	-4.1%

Instructional Faculty on Continuing Contract

Group	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Total	3,678	3,681	3,562	3,556	3,433	-6.7%
Female	1,684	1,716	1,680	1,699	1,660	-1.4%
Male	1,994	1,965	1,882	1,857	1,773	-11.1%
Black	334	338	331	341	336	0.6%
Hispanic	193	205	212	207	225	16.6%
Other	51	53	51	60	58	13.7%
White	3,100	3,085	2,968	2,948	2,814	-9.2%

Source: EEO-6 Report

ALL/PW Doc: DT14 - Changes in EAM and Faculty.XLS, rev 10/21/99

Number of Black Instructional Faculty

College	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Brevard	14	18	13	13	11	-21%
Broward	30	30	33	37	33	10%
Central Florida	6	9	8	7	6	0%
Chipola	5	5	4	4	4	-20%
Daytona Beach	21	19	19	16	17	-19%
Edison	7	7	6	7	7	0%
FCCJ	68	66	66	62	62	-9%
Florida Keys	1	0	0	0	0	-100%
Gulf Coast	8	8	7	9	8	0%
Hillsborough	13	12	13	13	12	-8%
Indian River	14	13	14	12	12	-14%
Lake City	4	4	4	4	3	-25%
Lake-Sumter	4	5	5	5	4	0%
Manatee	5	5	5	5	5	0%
Miami-Dade	104	97	97	90	96	-8%
North Florida	3	3	0	3	2	-33%
Okaloosa-Walton	4	4	4	4	4	0%
Palm Beach	15	13	13	15	16	7%
Pasco-Hernando	3	4	4	5	5	67%
Pensacola	21	22	25	27	25	19%
Polk	8	8	8	8	7	-13%
St. Johns	6	6	6	5	5	-17%
St. Petersburg	28	28	25	24	23	-18%
Santa Fe	21	20	19	20	19	-10%
Seminole	16	15	13	16	15	-6%
South Florida	4	3	3	2	2	-50%
Tallahassee	14	14	15	15	15	7%
Valencia	16	19	17	17	19	19%
System Total →	**463**	**457**	**446**	**445**	**437**	**-6%**

Source: EEO-6 Reports

Number of Hispanic Instructional Faculty

College	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Brevard	1	2	2	3	4	300%
Broward	16	16	22	25	26	63%
Central Florida	3	3	3	3	3	0%
Chipola	0	0	0	0	0	NA
Daytona Beach	5	4	5	5	7	40%
Edison	0	1	1	1	1	NA
FCCJ	5	5	7	6	8	60%
Florida Keys	1	1	1	1	1	0%
Gulf Coast	1	1	1	1	2	100%
Hillsborough	13	17	17	15	16	23%
Indian River	4	4	4	3	2	-50%
Lake City	2	2	2	2	2	0%
Lake-Sumter	0	0	0	0	2	NA
Manatee	3	3	2	2	1	-67%
Miami-Dade	163	164	161	152	154	-6%
North Florida	0	0	1	1	1	NA
Okaloosa-Walton	1	1	2	2	2	100%
Palm Beach	10	9	8	10	12	20%
Pasco-Hernando	3	3	3	3	2	-33%
Pensacola	4	4	4	3	3	-25%
Polk	2	2	4	5	5	150%
St. Johns	1	1	1	2	1	0%
St. Petersburg	5	5	5	5	7	40%
Santa Fe	7	5	5	6	8	14%
Seminole	4	4	4	6	5	25%
South Florida	2	1	1	1	1	-50%
Tallahassee	3	3	3	3	3	0%
Valencia	8	8	8	10	11	38%
System Total →	**267**	**269**	**277**	**276**	**290**	**9%**

Source: EEO-6
Key: NA - Entry for column two equals zero

Number of Other Instructional Faculty

College	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Brevard	10	11	12	10	10	0%
Broward	5	8	2	4	4	-20%
Central Florida	2	2	1	0	0	-100%
Chipola	1	1	1	1	1	0%
Daytona Beach	2	2	4	4	4	100%
Edison	2	2	2	2	2	0%
FCCJ	13	12	9	9	11	-15%
Florida Keys	0	0	0	0	0	NA
Gulf Coast	1	1	0	1	1	0%
Hillsborough	2	2	2	4	4	100%
Indian River	1	3	2	3	3	200%
Lake City	0	0	0	0	0	NA
Lake-Sumter	0	1	0	0	1	NA
Manatee	3	3	3	3	3	0%
Miami-Dade	11	12	11	12	12	9%
North Florida	0	0	0	0	0	NA
Okaloosa-Walton	4	4	4	5	4	0%
Palm Beach	5	4	5	6	6	20%
Pasco-Hernando	2	2	2	2	1	-50%
Pensacola	3	3	4	4	5	67%
Polk	2	2	3	3	3	50%
St. Johns	0	0	0	0	0	NA
St. Petersburg	5	5	5	5	4	-20%
Santa Fe	0	0	0	0	0	NA
Seminole	2	1	1	1	1	-50%
South Florida	2	2	2	2	3	50%
Tallahassee	0	0	0	0	0	NA
Valencia	1	1	2	3	5	400%
System Total →	**79**	**84**	**77**	**84**	**88**	**11%**

Source: EEO=6
Key: NA - Entry for column two equals zero

Number of White Instructional Faculty

College	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Brevard	209	204	200	207	218	4%
Broward	268	254	252	267	274	2%
Central Florida	94	90	81	83	92	-2%
Chipola	60	57	54	55	52	-13%
Daytona Beach	170	171	177	179	166	-2%
Edison	91	86	84	85	80	-12%
FCCJ	311	313	321	321	309	-1%
Florida Keys	29	31	31	28	28	-3%
Gulf Coast	82	80	90	96	92	12%
Hillsborough	181	190	199	193	187	3%
Indian River	105	112	131	113	120	14%
Lake City	60	52	49	51	49	-18%
Lake-Sumter	38	35	34	32	39	3%
Manatee	125	122	119	120	115	-8%
Miami-Dade	531	520	448	422	402	-24%
North Florida	27	27	24	22	22	-19%
Okaloosa-Walton	65	65	63	57	63	-3%
Palm Beach	149	147	142	143	149	0%
Pasco-Hernando	74	74	70	69	75	1%
Pensacola	213	204	207	212	212	0%
Polk	89	85	92	91	94	6%
St. Johns	64	61	62	71	72	13%
St. Petersburg	256	250	219	211	212	-17%
Santa Fe	215	212	203	198	213	-1%
Seminole	123	117	118	118	113	-8%
South Florida	37	36	38	45	40	8%
Tallahassee	118	115	114	112	114	-3%
Valencia	150	162	157	167	169	13%
System Total →	**3,934**	**3,872**	**3,779**	**3,768**	**3,771**	**-4%**

Source: EEO 6 Report

Number of Male Instructional Faculty

College	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Brevard	131	131	127	126	129	-2%
Broward	186	183	177	187	191	3%
Central Florida	54	54	49	47	48	-11%
Chipola	29	27	24	25	25	-14%
Daytona Beach	114	107	112	112	110	-4%
Edison	49	48	47	49	46	-6%
FCCJ	186	187	184	182	178	-4%
Florida Keys	22	21	22	19	21	-5%
Gulf Coast	48	44	47	51	51	6%
Hillsborough	108	116	122	119	112	4%
Indian River	68	67	70	63	66	-3%
Lake City	37	34	32	33	33	-11%
Lake-Sumter	20	18	18	17	19	-5%
Manatee	69	67	64	63	61	-12%
Miami-Dade	451	435	385	356	341	-24%
North Florida	16	16	13	14	14	-13%
Okaloosa-Walton	41	41	39	37	35	-15%
Palm Beach	91	89	84	88	93	2%
Pasco-Hernando	36	37	35	33	34	-6%
Pensacola	128	121	121	123	122	-5%
Polk	59	54	58	56	56	-5%
St. Johns	46	43	43	45	44	-4%
St. Petersburg	145	141	122	119	112	-23%
Santa Fe	107	105	100	105	110	3%
Seminole	75	69	68	68	66	-12%
South Florida	24	21	21	25	23	-4%
Tallahassee	64	63	65	64	62	-3%
Valencia	86	94	92	94	97	13%
System Total →	**2,490**	**2,433**	**2,341**	**2,320**	**2,299**	**-8%**

Source: EEO 6 Report

Number of Female Instructional Faculty

College	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Brevard	103	104	100	107	114	11%
Broward	133	125	132	146	146	10%
Central Florida	51	50	44	46	53	4%
Chipola	37	36	35	35	32	-14%
Daytona Beach	84	89	93	92	84	0%
Edison	51	48	46	46	44	-14%
FCCJ	211	209	219	216	212	0%
Florida Keys	9	11	10	10	8	-11%
Gulf Coast	44	46	51	56	52	18%
Hillsborough	101	105	109	106	107	6%
Indian River	56	65	81	68	71	27%
Lake City	29	24	23	24	21	-28%
Lake-Sumter	22	23	21	20	27	23%
Manatee	67	66	65	67	63	-6%
Miami-Dade	358	358	332	320	323	-10%
North Florida	14	14	12	12	11	-21%
Okaloosa-Walton	33	33	34	31	38	15%
Palm Beach	88	84	84	86	90	2%
Pasco-Hernando	46	46	44	46	49	7%
Pensacola	113	112	119	123	123	9%
Polk	42	43	49	51	53	26%
St. Johns	25	25	26	33	34	36%
St. Petersburg	149	147	132	126	134	-10%
Santa Fe	136	132	127	119	130	-4%
Seminole	70	68	68	73	68	-3%
South Florida	21	21	23	25	23	10%
Tallahassee	71	69	67	66	70	-1%
Valencia	89	96	92	103	107	20%
System Total →	**2253**	**2249**	**2238**	**2253**	**2,287**	**2%**

Source: EEO-6 Report

Number of Total Instructional Faculty

College	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Brevard	234	235	227	233	243	4%
Broward	319	308	309	333	337	6%
Central Florida	105	104	93	93	101	-4%
Chipola	66	63	59	60	57	-14%
Daytona Beach	198	196	205	204	194	-2%
Edison	100	96	93	95	90	-10%
FCCJ	397	396	403	398	390	-2%
Florida Keys	31	32	32	29	29	-6%
Gulf Coast	92	90	98	107	103	12%
Hillsborough	209	221	231	225	219	5%
Indian River	124	132	151	131	137	10%
Lake City	66	58	55	57	54	-18%
Lake-Sumter	42	41	39	37	46	10%
Manatee	136	133	129	130	124	-9%
Miami-Dade	809	793	717	676	664	-18%
North Florida	30	30	25	26	25	-17%
Okaloosa-Walton	74	74	73	68	73	-1%
Palm Beach	179	173	168	174	183	2%
Pasco-Hernando	82	83	79	79	83	1%
Pensacola	241	233	240	246	245	2%
Polk	101	97	107	107	109	8%
St. Johns	71	68	69	78	78	10%
St. Petersburg	294	288	254	245	246	-16%
Santa Fe	243	237	227	224	240	-1%
Seminole	145	137	136	141	134	-8%
South Florida	45	42	44	50	46	2%
Tallahassee	135	132	132	130	132	-2%
Valencia	175	190	184	197	204	17%
System Total →	**4,743**	**4,682**	**4,579**	**4,573**	**4,586**	**-3%**

Source: EEO 6 Report

Number of Black Instructional Faculty on Continuing Contract

College	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Brevard	9	11	9	8	8	-11%
Broward	20	19	18	26	24	20%
Central Florida	5	3	3	4	5	0%
Chipola	5	5	4	4	4	-20%
Daytona Beach	13	12	13	11	11	-15%
Edison	7	7	6	6	6	-14%
FCCJ	42	44	41	41	35	-17%
Florida Keys	1	0	0	0	0	-100%
Gulf Coast	6	6	5	5	3	-50%
Hillsborough	13	12	10	10	8	-38%
Indian River	9	10	11	11	11	22%
Lake City	3	3	3	3	3	0%
Lake-Sumter	3	3	3	4	4	33%
Manatee	5	5	5	5	5	0%
Miami-Dade	80	83	82	75	86	8%
North Florida	3	3	0	2	2	-33%
Okaloosa-Walton	3	3	4	4	4	33%
Palm Beach	12	10	11	11	10	-17%
Pasco-Hernando	3	3	3	3	4	33%
Pensacola	15	16	15	17	16	7%
Polk	6	8	8	7	6	0%
St. Johns River	2	2	4	3	3	50%
St. Petersburg	20	21	21	22	21	5%
Santa Fe	15	15	17	16	15	0%
Seminole	12	11	9	14	13	8%
South Florida	0	0	0	2	2	NA
Tallahassee	12	12	14	14	14	17%
Valencia	10	11	12	13	13	30%
System Total →	**334**	**338**	**331**	**341**	**336**	**1%**

Source: EEO-6 Report
Key: NA - Entry for column two equals zero.

Number of Hispanic Instructional Faculty on Continuing Contract

College	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Brevard	1	2	2	2	3	200%
Broward	11	12	12	15	14	27%
Central Florida	1	2	1	2	3	200%
Chipola	0	0	0	0	0	NA
Daytona Beach	1	1	2	2	4	300%
Edison	0	0	0	0	1	NA
FCCJ	3	3	5	5	4	33%
Florida Keys	1	1	1	1	0	-100%
Gulf Coast	1	1	1	1	1	0%
Hillsborough	12	14	14	13	14	17%
Indian River	0	0	1	2	1	NA
Lake City	2	2	2	2	2	0%
Lake-Sumter	0	0	0	0	0	NA
Manatee	2	2	2	2	1	-50%
Miami-Dade	131	135	130	120	139	6%
North Florida	0	0	1	1	1	NA
Okaloosa-Walton	0	0	1	1	1	NA
Palm Beach	5	4	7	7	6	20%
Pasco-Hernando	2	2	3	3	2	0%
Pensacola	3	3	3	3	3	0%
Polk	0	2	2	2	2	NA
St. Johns River	1	1	1	1	1	0%
St. Petersburg	4	4	4	3	4	0%
Santa Fe	4	4	5	5	4	0%
Seminole	3	3	3	4	4	33%
South Florida	0	0	0	0	0	NA
Tallahassee	1	1	3	3	3	200%
Valencia	4	6	6	7	7	75%
System Total ⟶	**193**	**205**	**212**	**207**	**225**	**17%**

Source: EEO 6 Report
Key: NA - Entry for column two equals zero

Number of Other Instructional Faculty on Continuing Contract

College	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Brevard	6	5	6	7	9	50%
Broward	1	1	0	3	3	200%
Central Florida	1	0	1	0	0	-100%
Chipola	1	1	1	1	1	0%
Daytona Beach	1	1	1	1	1	0%
Edison	1	1	2	2	2	100%
FCCJ	9	9	7	9	5	-44%
Florida Keys	0	0	0	0	0	NA
Gulf Coast	1	1	0	1	1	0%
Hillsborough	1	2	1	2	1	0%
Indian River	1	1	1	2	2	100%
Lake City	0	0	0	0	0	NA
Lake-Sumter	0	0	0	0	0	NA
Manatee	3	3	3	3	3	0%
Miami-Dade	6	7	7	7	10	67%
North Florida	0	0	0	0	0	NA
Okaloosa-Walton	1	4	4	4	3	200%
Palm Beach	5	4	4	4	4	-20%
Pasco-Hernando	2	2	2	2	1	-50%
Pensacola	2	2	2	3	3	50%
Polk	2	2	2	2	2	0%
St. Johns River	0	0	0	0	0	NA
St. Petersburg	4	4	4	4	3	-25%
Santa Fe	0	0	0	0	0	NA
Seminole	1	1	1	1	1	0%
South Florida	1	1	1	1	2	100%
Tallahassee	0	0	0	0	0	NA
Valencia	1	1	1	1	1	0%
System Total ⟶	**51**	**53**	**51**	**60**	**58**	**14%**

Source: EEO-6 Report
Key: NA - Entry for column two equals zero

Number of White Instructional Faculty on Continuing Contract

College	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Brevard	155	154	152	151	153	-1%
Broward	216	217	198	202	192	-11%
Central Florida	53	52	53	54	61	15%
Chipola	46	44	43	41	37	-20%
Daytona Beach	144	139	134	125	113	-22%
Edison	68	77	77	77	75	10%
FCCJ	235	238	233	242	177	-25%
Florida Keys	19	18	25	20	20	5%
Gulf Coast	59	58	55	58	52	-12%
Hillsborough	152	165	164	158	161	6%
Indian River	88	88	89	89	95	8%
Lake City	42	36	36	36	35	-17%
Lake-Sumter	29	28	26	28	26	-10%
Manatee	102	103	98	100	94	-8%
Miami-Dade	473	466	390	363	378	-20%
North Florida	22	23	22	18	16	-27%
Okaloosa-Walton	49	50	51	49	42	-14%
Palm Beach	125	117	119	120	112	-10%
Pasco-Hernando	43	48	49	47	45	5%
Pensacola	161	152	148	154	147	-9%
Polk	73	72	69	68	66	-10%
St. Johns River	34	51	54	53	52	53%
St. Petersburg	186	181	182	174	154	-17%
Santa Fe	174	170	168	173	169	-3%
Seminole	93	84	82	90	92	-1%
South Florida	31	29	28	27	25	-19%
Tallahassee	110	107	106	106	102	-7%
Valencia	118	118	117	125	123	4%
System Total →	**3,100**	**3,085**	**2,968**	**2,948**	**2,814**	**-9%**

Source: EEO 6 Report

Number of Male Instructional Faculty on Continuing Contract

College	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Brevard	98	97	96	94	96	-2%
Broward	151	154	139	143	137	-9%
Central Florida	36	36	35	34	41	14%
Chipola	22	21	20	19	16	-27%
Daytona Beach	95	89	86	82	75	-21%
Edison	42	44	43	43	43	2%
FCCJ	139	139	132	136	99	-29%
Florida Keys	15	13	19	16	15	0%
Gulf Coast	32	30	27	29	27	-16%
Hillsborough	95	102	102	99	97	2%
Indian River	54	52	52	50	51	-6%
Lake City	33	28	27	26	25	-24%
Lake-Sumter	16	12	12	14	13	-19%
Manatee	62	61	58	60	57	-8%
Miami-Dade	391	385	337	306	323	-17%
North Florida	12	13	12	11	10	-17%
Okaloosa-Walton	30	33	32	31	25	-17%
Palm Beach	77	70	71	74	71	-8%
Pasco-Hernando	24	25	27	26	24	0%
Pensacola	100	96	91	95	89	-11%
Polk	50	50	49	44	42	-16%
St. Johns River	25	35	38	34	33	32%
St. Petersburg	104	99	98	96	83	-20%
Santa Fe	92	88	88	91	85	-8%
Seminole	56	47	45	54	52	-7%
South Florida	15	14	15	16	15	0%
Tallahassee	60	60	59	59	57	-5%
Valencia	68	72	72	75	72	6%
System Total ——►	**1,994**	**1,965**	**1,882**	**1,857**	**1,773**	**-11%**

Source: EEO 6 Report

Number of Female Instructional Faculty on Continuing Contract

College	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Brevard	73	75	73	74	77	5%
Broward	97	95	89	103	96	-1%
Central Florida	24	21	23	26	28	17%
Chipola	30	29	28	27	26	-13%
Daytona Beach	64	64	64	57	54	-16%
Edison	34	41	42	42	41	21%
FCCJ	150	155	154	161	122	-19%
Florida Keys	6	6	7	5	5	-17%
Gulf Coast	35	36	34	36	30	-14%
Hillsborough	83	91	87	84	87	5%
Indian River	44	47	50	54	58	32%
Lake City	14	13	14	15	15	7%
Lake-Sumter	16	19	17	18	17	6%
Manatee	50	52	50	50	46	-8%
Miami-Dade	299	306	272	259	290	-3%
North Florida	13	13	11	10	9	-31%
Okaloosa-Walton	23	24	28	27	25	9%
Palm Beach	70	65	70	68	61	-13%
Pasco-Hernando	26	30	30	29	28	8%
Pensacola	81	77	77	82	80	-1%
Polk	31	34	32	35	34	10%
St. Johns River	12	19	21	23	23	92%
St. Petersburg	110	111	113	107	99	-10%
Santa Fe	101	101	102	103	103	2%
Seminole	53	52	50	55	58	9%
South Florida	17	16	14	14	14	-18%
Tallahassee	63	60	64	64	62	-2%
Valencia	65	64	64	71	72	11%
System Total ——►	**1,684**	**1,716**	**1,680**	**1,699**	**1,660**	**-1%**

Number of Total Instructional Faculty on Continuing Contract

College	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	% Change
Brevard	171	172	169	168	173	1%
Broward	248	249	228	246	233	-6%
Central Florida	60	57	58	60	69	15%
Chipola	52	50	48	46	42	-19%
Daytona Beach	159	153	150	139	129	-19%
Edison	76	85	85	85	84	11%
FCCJ	289	294	286	297	221	-24%
Florida Keys	21	19	26	21	20	-5%
Gulf Coast	67	66	61	65	57	-15%
Hillsborough	178	193	189	183	184	3%
Indian River	98	99	102	104	109	11%
Lake City	47	41	41	41	40	-15%
Lake-Sumter	32	31	29	32	30	-6%
Manatee	112	113	108	110	103	-8%
Miami-Dade	690	691	609	565	613	-11%
North Florida	25	26	23	21	19	-24%
Okaloosa-Walton	53	57	60	58	50	-6%
Palm Beach	147	135	141	142	132	-10%
Pasco-Hernando	50	55	57	55	52	4%
Pensacola	181	173	168	177	169	-7%
Polk	81	84	81	79	76	-6%
St. Johns River	37	54	59	57	56	51%
St. Petersburg	214	210	211	203	182	-15%
Santa Fe	193	189	190	194	188	-3%
Seminole	109	99	95	109	110	1%
South Florida	32	30	29	30	29	-9%
Tallahassee	123	120	123	123	119	-3%
Valencia	133	136	136	146	144	8%
System Total ⟶	**3,678**	**3,681**	**3,562**	**3,556**	**3,433**	**-7%**